



Llywodraeth Cymru  
Welsh Government

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Llywodraeth Cymru / Welsh Government

# **Employability Plan for Wales**

# **Cynllun Cyflogadwyaeth i Gymru**

**Edwyn Williams**

# Our Vision for Employability

“To reshape employability support for job-ready individuals, and those furthest from the labour market, to acquire the skills and experience to gain and maintain sustainable employment.”

“Ail-lunio cymorth cyflogadwyedd ar gyfer unigolion sy'n barod i gael swyddi, a'r rhai sydd bellaf o'r farchnad lafur, er mwyn iddynt gael y sgiliau a'r profiad i ennill a chadw swyddi cynaliadwy.”

(Taking Wales Forward/ Symud Cymru Ymlaen—  
Welsh Government/ Llywodraeth Cymru Sept/Medi 2016)

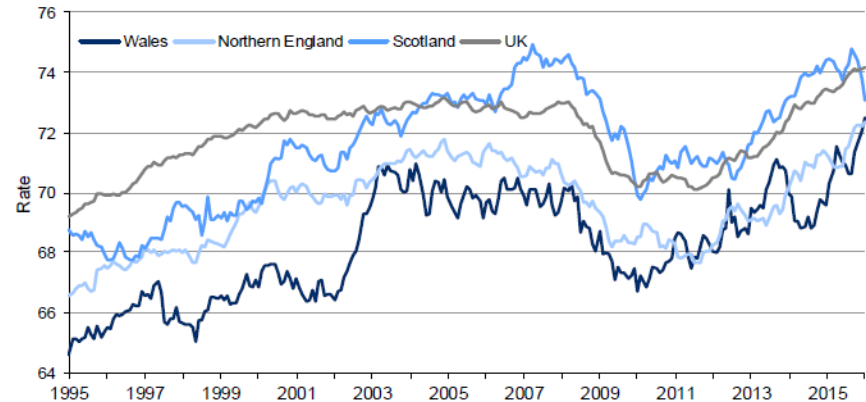
# Employability – Why is it important?

## Cyflogadwyedd – Pam ei fod yn bwysig?

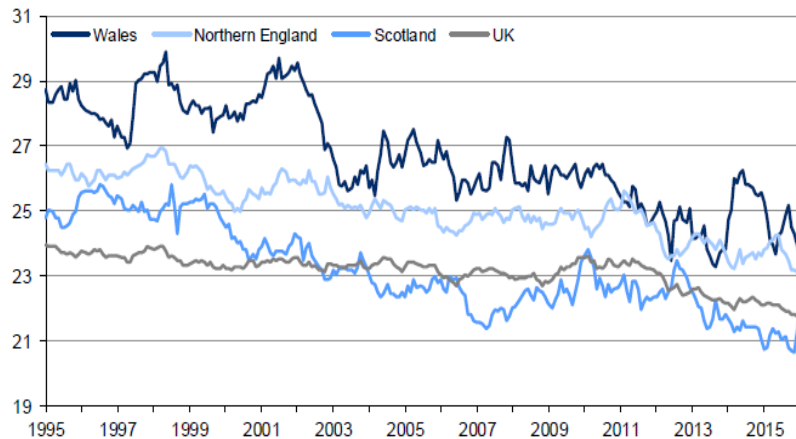
From an **economic perspective**, a focus on increasing skills and moving people on in work is critical to generating the high wage, high skill economy we want in Wales.

### Employment rate in Wales and the UK

### Cyfradd Cyflogaeth yng Nghymru a'r DU



Source: Welsh Government analysis of Labour Force Survey data, ONS



Source: Welsh Government analysis of Labour Force Survey, Office for National Statistics

### Economic inactivity rate in Wales and the UK

### Anweithgarwch economaidd yng Nghymru a'r DU

# Sialensau

- Er ein bod yn gwneud cynnydd nid ydym yn newid digon cyflym nac ar y raddfa sydd ei angen mewn nifer o feysydd.
- Mae'r darlun cyflogadwyedd yn gymleth.
- Mae gennym raddfa o raglenni a pholisiau i gefnogi cyflogaeth a gwella sgiliau pobl.
- Mae cefnogaeth ar gael drwy raddfa o rhanddeiliaid a mae potensial ar gyfer dyglybu
- Gwyddom bod yna fylchau – yn enwedig mewn prif wasanaethau a mae angen cydweithio effeithiol.
- Mae hefyd yn bwysig canolbwyntio ar genfogi pobl sydd mewn gwaith a chydabod tlodi mewn gwaith .

# Challenges

- While we are making important progress, we are not delivering change at the pace and scale needed in a number of key areas.
- The current employability landscape is complex.
- We have a range of different policies and programmes aimed at supporting people into employment and increasing skills.
- Support is available through a range of stakeholders and there is potential for duplication.
- We know there are gaps – in particular mainstream services need to work together more effectively.
- Critical we also focus on the issue on supporting people who are already in-work, recognising the growing issue of in-work poverty.

# Nodau ac Amcanion

**Nod y Cynllun Cyflogadwyedd yw cynnal cyfradd isel o ddiweithdra, lleihau lefelau anweithgarwch economaidd a gostwng symud mewn ac allan o swyddi .**

- i gyflawni hyn yr amcanion strategol yw :
  - **Cynyddu cyflogaeth;**
  - **Gwella Safonau Byw;**
  - **Lleihau Bwlch mewn Sgiliau; a**
  - **Gostwng armwyaeth ar draws Cymru**

# Aims and Objectives

- The aim of the Employability Plan is to sustain a low rate of unemployment, reduce levels of economic inactivity and decrease employment exit who are already in-work, recognising the growing issue of in-work poverty.
- To achieve this the strategic goals are:
  - **Increased Employment;**
  - **Increased Living Standards;**
  - **Reduced Skills Gaps; and**
  - **Reduced Variation across Wales.**

# Negeseuon Allweddol

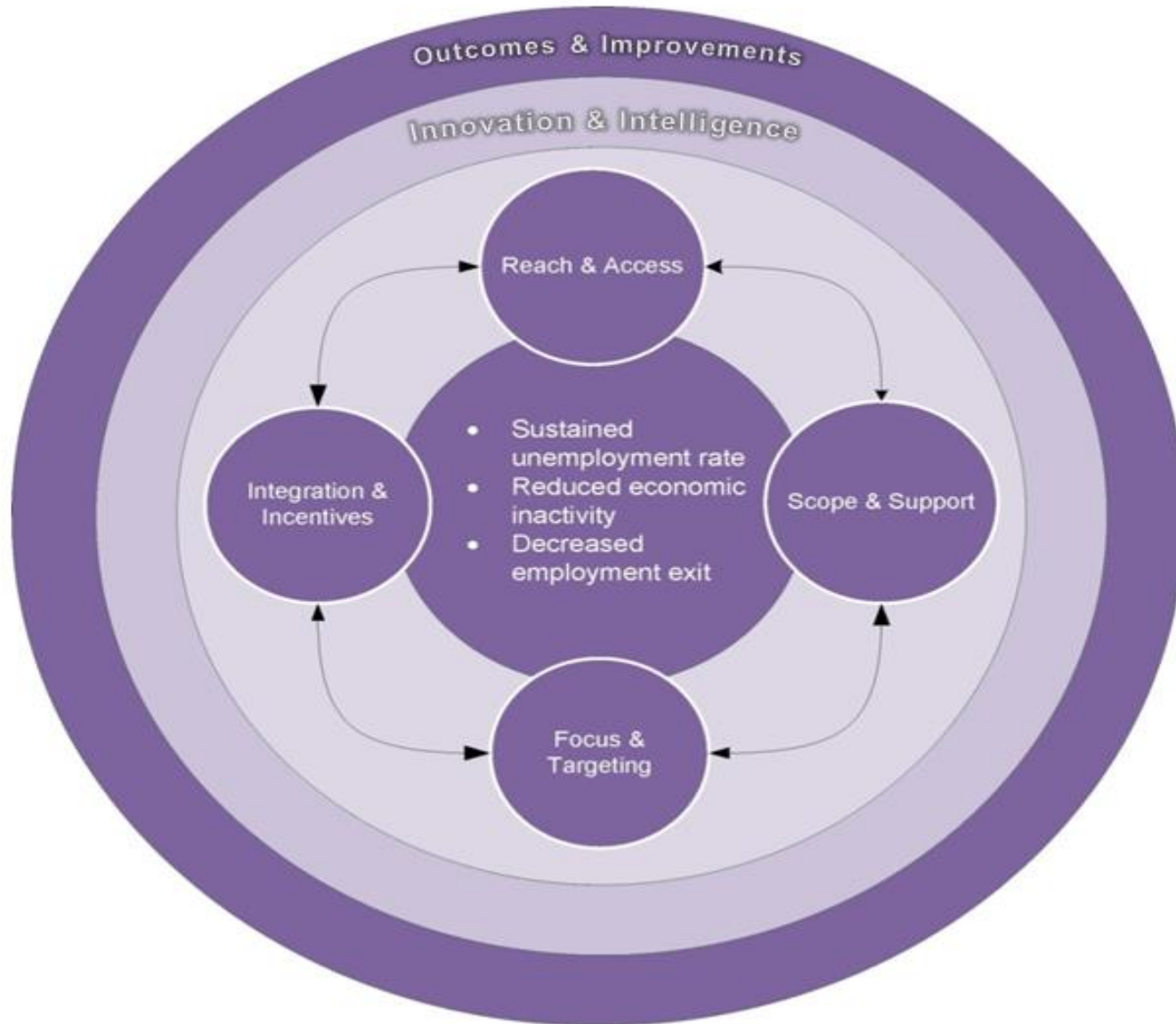
- Mae Llywodraeth Cymru yn darparu cyfres o weithgareddau ac ymyriadau yn barod. Mae'r cynllun yn tynnu rhain at ei gilydd ac adeiladu ar y gwaith yn ogystal a gosod y cyfeiriad at y dyfodol.
- Bydd y cynllun yn cysylltu ac uno cyfres o bolisiau eraill ar draws Llywodraeth Cymru, sydd a chyswllt uniongyrchol a'r agenda cyflogadwyedd = e.e. iechyd meddyliol, lles a gofal plant
- Bydd y cynllun yn cael ei osod yng nghydestrun y cyfrifoldebau sydd wedi eu datganoli. Mae cydweithio gyda DWP yn holl bwysig.
- Bydd ein dull gweithredu yn :
  - Canolbwyntio ar yr unigolyn
  - Hyblyg
  - Comisiynu yn genedlaethol, rheoli'n rhanbarthol a cyflwyno'n lleol
  - Cydfynd a strwythurau rhanbarthol



# Key Messages

- There is already a strong series of activities and interventions being delivered across Welsh Government. The plan will draw together and build on this work as well as set out a future direction of travel.
- The plan will connect and join up with a range of other policies across Welsh Government, which are directly link to the employability agenda – for example, mental health and wellbeing, childcare.
- The plan will be set in the context of current devolved responsibilities. Engagement with the DWP is critical.
- Our approach will be:
  - Individually focused
  - Flexible
  - Nationally commissioned, regionally focused and locally delivered
  - Aligned to regional structures

# Scope of the Plan – Key Themes



# Working with DWP

- Working in partnership with Cardiff City Deal region to 'co-design' Work and Health Programme in Wales
- Active involvement in aspects of the procurement through assessing bids
- Agreement to participate in performance management



**Diolch yn fawr / Thank you**

# Ministerial Statement

- Ministerial Statement:

<http://gov.wales/topics/educationandskills/skillsandtraining/employability-plan-for-wales/?lang=en>

- If you have any questions or queries, contact:  
[employability@wales.gsi.gov.uk](mailto:employability@wales.gsi.gov.uk)